

[2016employeesurvey] 2016 Employee Survey -- Results

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To: 2016employeesurvey@lists.lbl.gov

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Dear Berkeley Lab Employees,

Earlier this year we launched the 2016 Employee Survey to learn where you feel positively about working at Berkeley Lab and where improvement is needed. It was a follow up to a similar survey conducted in 2010. We received a 71% response from career and term employees and faculty. Thank you to those who participated.

The *2016 Employee Survey – Laboratory Aggregate Report* is posted on [HR's web site](#) and can be found through A-Z index under *Employee Surveys*.

Here's a direct [link to the survey](#).

Summary of Results

In general, employees are positive about their work experience at Berkeley Lab. For example, eleven of the fifteen dimensions measured in the survey received 90% or higher agreement ratings.

We were also pleased to learn that safety (97%), a sense of shared mission (96%), and pride of association with Berkeley Lab (96%) once again received the highest agreement percentages and correlation with employee engagement. A new measure in 2016, personal investment, was another highly-rated dimension with 94% agreement. We were not surprised that employees were very dedicated to their work at the Laboratory and to building and maintaining their network.

In general, supervision received a slight increase in agreement responses from 2010, with a significant +8% jump in employee development focus. However, there still appears to be room for improvement. Development focus (87%), supervisor accountability (90%) and supervisor credibility (90%) were on the middle to lower end of the agreement rankings. In the survey, employee narrative comments gave some clues on what employees want from supervisors: direct feedback on performance and job and career development opportunities.

Several areas for improvement emerged for consideration. Pace of work (74%) once again ranked the lowest in agreement rating percentage, despite its slight positive increase (+3%) since 2010. Bringing up issues of concern received 86% agreement. But we'd like to see this percentage be higher given the importance of diverse input of ideas and perspectives on teams and collaborations and for all employees to feel comfortable in talking to their supervisor on issues and as needs arise.

Next Steps

April/May	Results will continue to be reviewed and discussed at the Laboratory, ALD, and division levels. Each division will identify a few goals to strengthen and/or improve in areas relating to the division's strategic, operational and/or employee initiatives.
May	Employee ideas (that were listed in the narrative comment section of the survey) and division goals/activities will be consolidated and shared for further consideration with Laboratory, ALD, and Division senior leaders.

Questions about the employee survey may be directed to your [HR Division Partner](#).

Thank you again for contributing to this employee feedback initiative. Your contributions will help us prioritize our efforts to make Berkeley Lab an even better place to work.

Regards,

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and
Glenn D. Kubiak, Associate Laboratory Director-Operations/Chief Operating Officer